



Resilience

The American Psychological Association defines resilience as “the process and outcome of successfully adapting to difficult or challenging life experiences, especially through mental, emotional, and behavioral flexibility and adjustment to external and internal demands.”



Resiliency in Nursing



<https://www.apa.org>

- The ability of nurses to cope with and bounce back from the emotional, physical and psychological stressors inherent to their profession.
- It is an essential trait which demonstrate one's ability to be flexible, bounce back, grow in the face of difficult situations.

Types of Resilience

- **Emotional Resilience**- the ability to respond to stressful or unexpected situations and crises.
- **Mental Resilience**- the ability to maintain a positive mindset and focus on solutions during difficult times.
- **Physical resilience**- the ability to recover from physical illness or injury
- **Social resilience**- the ability to maintain strong connections and seek support during challenging times.

Why is Resilience Important?

- According to the ANA, nearly 18% of new graduate nurses leave the profession within the first year, citing stressful working conditions and understaffed location.



- Nurses are less healthy than the average American. Research shows that nurses are more likely to be overweight, have higher levels of stress, and get less sleep.

Resilient nurses are crucial for :

- Maintaining health and well-being
- Maintaining patient safety and quality care
- Supports effective teamwork
- Preventing burnout and turnover
- Promoting a positive work environment
- Enhancing professional growth

<https://nursingeducation.org/insights/resilience/>

How Does Resilience Make Me a Better Nurse?

1. Navigating Challenges and Overcoming Hardship:

- Resilient individuals tap into their strengths and support systems.
- Resilience allows individuals to view failures as learning opportunities rather than setbacks, fostering growth and development.
- Resilience is linked to improved emotional well-being, reducing the risk of anxiety and depression, and promoting a sense of well-being and fulfillment.

How Does Resilience Make Me a Better Nurse?

2. Personal and Professional Growth:

- Resilience is a key skill in personal and professional development, enabling individuals to handle challenges without losing motivation or focus.
- Resilient individuals are adaptable and can embrace change, viewing it as an opportunity for growth and self-improvement.
- Resilience involves emotional regulation, the ability to recognize and manage emotions effectively, navigating stressful situations without becoming overwhelmed

How Does Resilience Make Me a Better Nurse?

3. Building Stronger Relationships:

- Resilient individuals are better equipped to build and maintain healthy relationships, as they can navigate challenges and conflicts effectively.
- Resilience fosters positive interactions and encourages individuals to seek support and encouragement from others.

4. Leadership and Inspiration:

- Resilience enhances leadership skills, enabling leaders to navigate challenges with confidence and adaptability, inspiring and motivating their teams.
- Resilience is contagious, as when one person stands strong in the face of adversity, it empowers others to do the same



Strategies to Build Resilience

Practice self-care

You cannot give what you do not have

Proper nutrition, adequate sleep, relaxation techniques, journaling and exercise

Recognize stress in yourself and take steps to manage it

Acknowledge that what you feel is normal. Connect with others.

Find someone you can trust with whom you can talk about your experience & feelings.

Learning to “let go”

Spread kindness & recognition

Maintain a positive outlook

Focus on the positive aspects of situation

Perform a Random Act of Kindness

Find meaning in your work and outside of work

Tips For Surviving Night Shift



Understand the Health Risks and Strategize Accordingly

Knowing about the possible side effects associated with the night shift will empower you to be proactive in anticipating and handling them.

Get Family and Friends on Board

Working night shift will alter your day to day routine.

Getting their support upfront will make the transition to night shift nursing much smoother.

Adjust Your Sleep Pattern

Try to stay up as late as possible on evenings before overnight shifts.

Sleep in if you can and take a thirty-minute power nap before leaving for your shift.

Request clustering night shifts.

If you're working the night shift exclusively, try to keep your off-schedule similar to your work schedule. Consistent sleep cycling trains your body to regulate itself better.



Resources for Nurse Resiliency



The Resilient Nurse, Episode 1: Harnessing Nurses' Resilience



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Your organization provides mental health and work-life resources for you and your family members.

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OSHA | STANDARDS | ENFORCEMENT | TOPICS | HELP AND RESOURCES | NEWS

Home > Safety and Health Topics > Long Work Hours, Extended or Irregular Shifts, and Worker Fatigue

Long Work Hours, Extended or Irregular Shifts, and Worker Fatigue





Nurses who formally participated in professional governance nursing councils reported higher hope, resilience and work effectiveness scores compared with nurses who did not participate in shared governance.

JONA

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